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The change in Chinese labour market

Thesis

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Thesis abstract

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The primary goal of the thesis was to find out what is changing in Chinese labour market. The intention was to let the foreigners know about how work and industries are changing in China. The other intention was to find new business opportunities in China based on these changes. The interviews sorted out the opinions and the experiences that respondents had.

Company X is a fashion garment factory which is a subsidiary of a Stock Holdings Limited (T). Employee's problems are affecting the company. Company X is a medium-size company. If the problem is affecting to medium size companies, it will for sure affect on the small-size companies. In the past 2 years, at least 20,000 companies went bankrupt in Guangzhou.

The results gave useful information about that, how employees see the changes in Chinese labour markets. Companies can change their way of doing business according to these views. Information will also help companies to start new factory in China.

Keywords: Human Resources, labour market, labour mobility, HRM, China

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Opinnäytetyön tiivistelmä

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Opinnäytetyön ensisijainen tavoite oli tutkia muutoksia Kiinan työmarkkinoilla. Tavoitteena oli selvittää millaisia muutoksia on tapahtumassa toimialoilla ja työpaikossa ja millaisia liiketoimintamahdollisuuksia nämä muutokset tuovat yrityksille. Haastatteluilla selvitettiin vastaajien kokemuksia ja mielipiteitä, jotka auttavat yrityksiä, jotka haluavat avata tehtaan Kiinassa.

Yritys X on muotivaatteiden tuottaja, joka on Stock Holdings Limited: n tytäryhtiö (T). Työpaikoissa ja työntekijöiden mielipiteissä tapahtuvat muutokset vaikuttavat yritysten toimintaan. Yritys X on keskikokoinen yritys. Jos muutokset vaikuttavat keskikokoisten yritysten toimintaan, niin varmasti ne vaikuttavat pienten yritysten toimintaan. Kahden vuoden aikana vähintään 20 000 yritystä on mennyt konkurssiin Guangzhoun alueella. Tuloksen antavat käyttökelpoista tietoa siitä, miten työntekijät näkevät Kiinalaisen työelämän muutokset ja miten yritykset voivat muuttaa omaa toimintaansa sen mukaiseksi.

Avainsanat: Henkilöstöjohtaminen, työntekijät, työntekijöiden liikkuvuus, HRM, Kiina

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1. INTRODUCTION

The mobility of the labour market is about the occupational mobility, geographical mobility, the job inter general mobility. It has happened in every country and city.

The mobility of the labour market is one of the most important steps for the developing country to be a developed country, but there are many steps before to a developed country from the beginning and also it depends on can it be success. China was so successful to be a low skilled industrial countries from agriculture when the **Chinese economic reform** refers to the program of economic reforms called "Socialism with Chinese characteristics" in the People's Republic of China (PRC) that were started in December 1978 by reformists within the Communist Party of China (CPC) led by Deng Xiaoping. The goal of Chinese economic reform was to transform China's stagnant, impoverished planned economy into a market economy capable of generating strong economic growth and increasing the well-being of Chinese citizens.

Basis to my own opinion is that when the generation of business is changing, many of the industries can not stand the test of changing and then go to bankrupt. If they don't want to be like this, they should think the solution for their business, for example to operate in the other country which the operating costs are lower.

1.1 The background of the thesis

Starting point for me was link research somehow with the Chinese labour market. I have discussed with the GM and the manager in Company X. They suggested me to stand at the third party to see what the changing or happening here in our factory is. Before I finished my internship, they gave me some of their opinions and after that I have designed to ask and pay more attention to know more about Chinese labour, so I am so interested in this topic.

My opinion is that the labour market is changing in China. First of all, I was wondering the changing is from technology to service, but after the interviews and the research results, I have changed my mind. It lets me to pay more attention to watch the news from China. Now a day, does the changing really from technology to service? If the types of labour are changing, what the problems are happening and will come next? How to solve it?

It seems like the Chinese government does want to push the changing faster, because it has increased the tax for almost everything, for example the import and export tax and also increased the minimum wage for the labour. The GM of Company X told me that the overhead is high in China now a day, it is not good to start a low-technology factory here.

1.2 Research problem and objects

This research has interviewed two groups of respondents. Once is the employees who have office and even some days a week work in China, the second one is the student which have exchange student from China in their class. This research has been testing the points of view about the Chinese labour market between those employees and student.

Object for the thesis is to find a way or idea what kind of business or factory could operate in China. This research also tries to find the answer about if the low-technology factory is going to stop their business in China, what they can do for next? Who will be in this changing?

1.3 The Structure of research

Research consists of theoretical and research data parts. At the beginning of the thesis there will be some information about Company X. Theory part includes a part of human resources. It also has something about the different types of Human resources management (HRM) in different areas, for example in Euro, East Area

and developing country. It will also compare about the differences between China and the other Asian developing countries.

Empirical part contains a description about research methods that were used and how research advance. In this section there is also deliberate of the reliability of this research. In addition there is collected a simple commentary of results.

2 COMPANY X

2.1 Basic information about Company X

The following chapter will contain an overview of some basics issues of Company X. I have been doing my placement in X, because I didn't get the permit to put their name in my thesis, so that I use X to replace their name.

Established in 1991, Company X is a subsidiary of Company Y (Holdings) Company Limited. It is an apparel manufacturer making wide range of ladies' fashions for various international well known brands. Company X has production bases in Panyu and Hangzhou in China with a total workforce of over 1,500 employees and workers. Total annual capacity is around 4,000,000 pieces of fashion apparel.

Company X has experience in working with international brands such as Ann Taylor, Calvin Klein, Club Monaco, Polo Ralph Lauren, Rugby etc. The strategic move of main office to Panyu further strengthened the workforce and product sourcing so as to provide quicker response to buyers. Capable to work with buyers vertically from product development to manufacturing which provides one-stop service and flexibility to buyers

- Product development: capable in fabric sourcing and apparel design; with digital printer and artwork design software for quick artwork modification and print mock up
- Flexibility : capable to make wide-range of products from casual to well-suited garment; provides certificate and origin and capacity flexibility in China and the Philippines

2.2 A subsidiary of a Stock Holdings Company

Company X is a subsidiary of Company Y (Holdings) Company Limited. Company Y has been dedicated in the manufacture of fine ladies' fashion and is now a leading fashion manufacturing group in the region. For decades we have been entrusted by a wide range of renowned designer labels and international retail stores in supplying quality apparels to their shops.

In my opinion, to be a subsidiary somehow is a good idea. It's because you will have a very good backup from the parent company. But the weaknesses are that the image of both company has problem even bad or good, it will affect each other and also in some big decisions the subsidiary should inform the parent company, for example to increase the wage for the employees.

Advantages and Disadvantages of Subsidiary

Advantages

- Considerable tax advantages and legal protections
- Ability to offset profits and losses of one part of a business with another
- Some countries allow subsidiaries to file tax returns on the profits obtained in that country
- Liabilities and credit claims are locked in that subsidiary and cannot be passed on to the parent company
- Allows for joint ventures with other companies with each owning a portion of the new business operation

Disadvantages

-Legal paperwork involved with creating a subsidiary can be lengthy and expensive

-Control also becomes an issue when a subsidiary is partially owned by another outside organization. (Andrew GMS Chen, 2009)

2.3 The future plan of Company X

Company X is planning to enter the domestic market and create their own brand in China, because they see the opportunities such as the population and the market growth. In the past 10 years til now, the fashion market growth is very fast. It is because the salary wage has increased very much in these 10 years and many people moved to the big city, specially the young people from eighteen to thirty.

Company X thinks about to enter the domestic market in China, firstly they have to control the order from the other company and find a place to have their shop, they are planning to have their first shop in Guangzhou. At last, if the shop is going well and the profits are good, they will start to operation in the other city in China and stop to get the order from other company.

In my opinion, mainly they want to change the target area and start their own brand are about the quality control, the profits and the time of delivery. Company X mostly is delivery to US. All of their customers are very focus on the quality of the products. They always have problems before the deadline to delivery then they have to pay the charge to air mail to make sure on time delivery. In Case, they will only get very less income, even loss of money.

3 LABOUR MOBILITY IN HUMAN RESOURE MANAGEMENT

The following chapter will contain an overview of some basics issues of Human Resources Management in different parts of the world and compare between them a bit. It will also talk a bit about the economy mix with labour market in China.

3.1 What is Human Resource management

In the last years, in both the UK and USA, the vocabulary for managing the employment relationship has undergone a change. 'Personnel management' has increasingly given way to 'human resource management' (HRM) or better still to 'strategic human resource management'. Nor is this shift exclusively confined to those followers of fashion, the commercial management consultants. (Michael, 1999)

The new HRM model is composed of policies that promote mutuality mutual goals, mutual influence, mutual respect, mutual rewards, and mutual responsibility. The theory is that policies of mutuality will elicit commitment which in turn will yield both better economic performance and grater human development. (Walton, 1985)

Human resources management is directed mainly at management needs for human resources (not necessarily employees) to be provided and deployed. There is greater emphasis on planning, monitoring, and control, rather than on problem-solving and mediation. It is totally identified with management interests, being a general management activity and is relatively distant from the workforce as a whole. (Torrington and Hall, 1987)

3.2 International Human Resource management

While the majority of international HRM research continues to focus on aspects of expatriation, there is a growing literature which seeks to contribute to a better understanding of the relationship between international strategy and HRM. It has been argued that the fundamental strategic problem for top managers in international firms is balancing the economic need for integration with the pressures for local responsiveness, while recent research suggests that at the international level the firm's strategic choices impose constraints or limits on the range of international HRM options. The argument is that there should be distinct differences in international HRM policy and practice in multidomestic and transnational or globally integrated firms. Other researcher link international HRM staffing policy and practice to strategy while yet others suggest linkages between the product life cycle stage/international strategy and HRM policy and practice. Increasingly the central issue for MNCs is not to identify the best IHRM policy per se but rather to find the best fit for the firm's strategy, structure and HRM approach. While global strategy is a significant determinant of IHRM policy and practice, it has been argued that international human resources are a strategic resource, which should affect strategy formulation as well as its implementation. (Anne-Wil Harzing and Joris van Ruysseveldt, 2004)

3.3 The HRM in European

In Europe, there has long been a considerable gap between the Anglo-Saxon and continental approaches to the way enterprises are organised and operated. Companies in the UK and Ireland have a significantly higher proportion of managers relative to other employees than companies in countries such as Germany, and particularly Italy. This emphasis on management positions has itself been a factor in the development of human resource management within the British Isles. If we look at the proportion of professionally qualified human resource (HR) staff compared to other employees in medium-large companies across Europe, we find the UK has a ratio of just 1:127, while other (EU15) states (except for Ireland and Sweden) have an average ratio of 1:2,790. Although not all members and affiliates

of professional personnel/HR bodies will be in management positions, the larger the HR department and the more sophisticated its staff, the more HRM jobs can be expected to exist. (Fedee)

Ratio of management to other employees

UK & Ireland	Netherlands, Belgium & Greece	Other established EU states	Estonia & Latvia	Other new EU states
1:5	1:8	1:15	1:8	1:16

Sources: UNECE, ILO.

TABLE 1. The Ratio of management to other employees in Euro (Fedee)

Ratio of professional HR staff to other employees HR/E (medium-large companies only) *

UK	Ireland	Sweden	Poland (Kopec)	Other EU15 states	New EU states
1:127	1:189	1:402	1:166	1:2,790	1:5,105

Sources: Eurostat, EAPM, 2001 study by Dr J Kopec (Cracov University of Economics)

* Companies employing 50+ employees. EU15 states are the 15 member states of the European Union prior to accession on May 1 2004.

TABLE 2. The Ratio of professional HR staff to other employees HR/E in Euro (medium-large companies only) (Fedee)

The HRM concept remains undeveloped in many of the established EU member states such as France and Germany. This is largely due to over-reliance on administrative procedures and company rules, the codetermination powers of works councils, the prevalence of sectoral collective bargaining, and widespread union resistance to workplace innovation. It therefore remains uncertain how far HRM methods will become the norm for managing personnel issues in the new member states. (Fedee)

3.3.1 The HRM in Finland

Human resource management in Finland in the mid-1990s as the Finnish economy recovers from its deepest and longest post-war recession. Typical to the Finnish system has been the mix of social, political and employers' interests in the collective bargaining system; Finnish HRM cannot be understood without knowing its context, the main trends of which are: survival from rationalization and related labour reductions, increasing cost-effectiveness and line responsibility, the flexible use of labour and utilization of the labour force. The implications of EU membership on the Finnish HRM are mainly seen to be related to free mobility of employees and changes in social security and labour relations. (Sinikka Vanhala, 1995)

Finland, together with the other Nordic countries, shares the image of being a welfare state with high social security, gender equality and solidarity in wage policy as well as an expansion of the public sector. The main characteristics of the Finnish welfare system, which is similar to those in other Nordic countries, are indeed its universality and generosity. Unlike in continental Europe, the Finnish social security system is not employment-related. The legal obligations of employers are marginal from the point of view of the whole system: the prominent social objectives of the welfare system are still being attained - but at a cost that the abruptly-diminished number of tax payers can hardly afford any more. A typical Nordic feature, particularly visible in Finland, is the strong position of the trade unions and the high unionization rate. Compared with other Nordic countries, Finland has been much more strike-prone, indicating stronger class conflicts, but also a different labour relations culture. (Sinikka Vanhala, 1995)

Currently, there is a clear dualization process occurring in Finnish society. The implications of the phenomenon are, for example:

- * the principles of universality and generosity of the welfare system versus the demands for the profitability and privatization of the public sector;

- * the strong and profitable export sector versus the suppressed domestic sector;
- * the employed versus the unemployed.

Or, in human resource management:

- * those employees with a permanent and whole-time employment relationship versus those with a temporary or other atypical job assignment with high insecurity;
- * the simultaneous need for flexibility and stability.

The key words to the Finnish HRM seem at present to be "dualization" and "flexibility" - or, perhaps, "flexible dualization" or "dualist flexibility". (Sinikka Vanhala, 1995)

In my opinion, the Finnish employers have not so much power distances with the employees. There is a sentence that I heard from my boss during my part-time work "You are working with me, you are not working for me." The Finnish companies would love to introduce the cross culture skills and training for their employees, because the domestic business wants to go abroad and to be international.

3.4 Managing change and development in China

In the opinion, the management style is changing in China, because the changing is for catching up the economy growth. The following will be something about the economy growth and managing change mix with the labour mobility in Chinese labour market.

3.4.1 The GDP growth in China

The market economy in China has attracted substantial foreign investment in the last decade. The annual economic growth has averaged 9% since 1978. The 1996 GDP growth was 9.7%. Foreign investment in the early 1996 was US\$7.74 billion. In 1995, China was the world's second largest recipient of foreign investment, after the USA, with a 42% share of all foreign investment in Asia. One can understand the growing importance of China within the world economy. (Siu, N. Y. & Darby, R. 1999)

In my case and my opinion, in the past twenty years, the economy was growing very fast, it means that the type of the labour and their knowleges must increase to catch up the growing. Now a day, the GDP growth is still going on, but if the industries are doing the same products as ten or twenty years ago, the GDP growth has not been that fast. In my opinion, there are coming more different kinds of industries to China.

3.4.2 Managing Change and Management Adaptability

The formation of joint ventures in China creates immediate pressure for improved performance and change. However, this also engenders a resistance to change and a withholding of information and the avoidance of managerial responsibility. Increased pressure from overseas partners caused local managers to revert to defensive behaviour patterns learned under previous regimes. An acknowledgement of the system of industrial governance is crucial at this stage and can help to explain the behaviour of managers hitherto shaped by a "dependency culture". For example in China, the avoidance by managers of personal responsibility reflected a "collective irresponsibility" which was learned as a form of self-protection under state socialism. (Siu, N. Y. & Darby, R. 1999)

3.4.3 New labour laws

A set of new labour laws was introduced in 2008, replacing legislation from 1995 that needed to be adapted to current market realities. The objective was to better protect employees in a market that is now dominated by private-sector employers. This has involved more systematic use of labour contracts to ensure that all employers adhere to basic employee rights such as being paid on time. However, the government has underlined that the law is not meant to create life-time employment. The new law may also increase firms' costs insofar as it leads to greater compliance with minimum wage, hours worked and social security legislation. In principle, individual employees will find it easier to have their rights recognized, even if enforcing any resulting judgment may be difficult. As in other areas, the extent to which the new legislation and implementing regulations will be enforced is of key importance. Currently, the power of labour inspectors to penalize companies is very limited. For the time being, de facto employment protection remains far less than de jure, with still a preponderance of fixed-term contracts involving few restrictions. In implementing the new laws, it will be important to avoid making open-ended contracts too rigid, which would only entrench labour market dualism. (Economic Survey of China 2010: A labour market in transition)

In my case and my opinion, the Chinese government has changed labour laws because the government wants to protect the employees. Then, when I was having my internship in China, the minimum wage has also increased, because the cost of living in China is increasing, the government wants to make sure that the people could get enough money for their living. I think the salary wage is still too low in China, but the government could not increase the minimum wage so much in this moment, because today the advantage of doing business in China are still the cost of labour is low and the number of labour.

3.4.4 Labour market segmentation hinders labour mobility

While the restrictions associated with the registration (hukou) system have been eased over time, especially in the inland and Western regions, they still segment

the labour market, impeding geographical mobility and splitting families. In larger towns, migrants can now register as temporary residents but without the same rights as permanent ones. The government emphasises that migrant children need to receive education in towns but, in reality, a large share of migrants' children are left behind with grandparents and regulations still stipulate that university admission examinations be taken in the locality of the student's hukou, based on the local syllabus. The local registration system needs to be phased out to end not just the distinction between the rural and urban populations in one locality, but also the distinctions between localities and provinces. More pilot programmes ought to be initiated in major Eastern cities easing local registration and hence access to social benefits such as education, subsidised rental housing and local medical insurance on the same basis as local residents. Extra grants from central or provincial governments may be needed to that effect. Other concurrent policy changes may also be called for. In particular, realistic compensation needs to be paid to the owners of land use-rights when the latter are purchased by the government. (Economic Survey of China 2010: A labour market in transition)

In my opinion, I think for the government, the target group should be the teenagers or children, the reason for the children is because you can change the mobility by many ways. One of the way is education. therefore, you can change the educational mobility for. Or on the other hand, the government policy like restriction of some jobs or support for introduction of job may influence the mobility of the teen labour as well. The main target group is not adults because they have no way or only few ways to change the mobility as their career is already mature and narrow. Not old people because they are not in the labour sector.

3.4.5 The occupational mobility

China's economic transition over the past three decades has greatly increased occupational mobility, creating new opportunities for career advancement and, at the same time, destructing existing jobs and inducing downward occupational changes. The married women are more likely than their male counterparts to experience job instability and downward mobility, but are less likely to undergo upward occupational changes. We also find that women are more likely than men to

choose occupations with lower socio-economic status as a coping strategy following the public-sector restructuring. The disadvantaged in the occupational mobility process by a variety of social and institutional factors. Chief among these constraints are societal gendered role expectations, unequal access to social resources associated with women's political under-representation, unequal entitlements to social protection and assistance resulted from pre-reform sex segregation, and gender discrimination in the process of promotion and recruitment. As a result of these social and institutional constraints, women's status relative to men's in the labor market has worsened during the economic transition. (Yueping Song, 24 Nov 2009)

3.4.6 Comparison with other Asian country (India)

The economic growth in a panel of countries over the period 1960–2000 tracks some key features of the economic growth spurts in China and India since 1980. The reasons behind the growth spurts as shown in the model are primarily a rise in life expectancy, a rise in trade or openness of the economy, and an increasing share of working-age members among the total population. The economic growth seen in China and India can be considered as rapid adjustment to new, higher, steady-state income levels. Our model predicts slower economic growth in China after 2010, based on projections of modest further increases in life expectancy and a rising dependency rate as the population ages. By contrast, we expect to see somewhat higher growth rates in India over the next 30 years as the effects of the fertility decline and of the “bulge” population cohort create a rise in the working-age share of the total population. Predictions based on these demographic changes seem reasonably secure. There appears to be further potential for a rise in growth through improvements in institutions and policies, but this is more uncertain. Full-income accounting suggests that the picture of stagnation until 1980 followed by takeoff in development may be misleading. India saw steady improvements in health earlier than 1980 and China saw rapid health gains from 1950 to 1970. The full-income approach suggests that welfare was rising even before 1980 and that, particularly in China, 1980 marked a shift in the composition of full-income growth – from health improvements to rising consumption levels rather than a simple takeoff following a period of stagnation. While we examine im-

provements in average income levels and life expectancy we do not examine the issue of increasing levels of inequality both across regions and households in India and China, nor do we consider the widening of the urban–rural divide, both of which may reduce welfare benefits of the growth we observe. (David E. Bloom, David Canning, Linlin Hu, Yuanli Liu, Ajay Mahal, Winnie Yip, 2009)

4 RESEARCH

Research has been collected in terms of needs. Mainly, the questions were about how the Hongkongese to stand in the third-person to see the changing in China. In case, the situation is totally different between Hong Kong and Mainland of China, but most of us know about what is going on in China.

4.1 Research Methods

This research is based on qualitative profound interviews that were made for two people who are working in the high level of the company, once is the Division Manager of FSS INTERNATIONAL LIMITED CHINA and he is also the Director of MEGA JOY PLASTICS COMPANY. The second is the Senior Design and Development Quality Engineer of Varitronix Limited. The quantitative interviews, I have invited two different groups of people to do the questioners; once is the student who has the exchange student classmate from China and the other is the worker who has business travel at least one a month. I have chosen to send and call back to China to do the interviews, because I don't think many Finns know about the situations in China. The numbers of the people that I have interviewed by calling were only two, because they told me the information mostly was the same. The answers from the interviews helped me to create the questions for the quantitative interviews. Questions frame was in Chinese which was the written language for all of the respondents. The questions have also translated in English for appendix.

One hundred and sixty questioners were sent and one hundred and twelve were collected, so 70% of these chosen people compliant for this project. I sent the questioners by e-mail, and then called some of them that I know they are in my target group to make sure they will do the questioners.

4.2 Research material and analyze methods

From the beginning of this research, I have just called my friend who is the director of Mega Joy Plastics Company and also he is one of my respondents. I told him about the topic and the goal of my thesis. We have decided the questions together and in the same time we did the interview also. I was trying to make sure that interview would cover all the questions that are needed to solve the problem in my thesis. In interviews the frame is one page long and it consists of two parts. The first part is about the problem of labour market in China and the second is about how to solve the changing and who will solve this. In interviews, mainly there were 10 questions and during the interviews, some small questions have been asked also. In the questioners, there are 18 questions.

The goal of the research is to find out the changing in Chinese labour market. The idea of choosing the target group for the interviews in Hong Kong not in China, because sometime the workers don't think the type of work is changing, they only think the place of work is changing. It is because of the culture and personality. Hong Kong companies have been started the active co-operation in China since 1997 when Hong Kong returned to China and until now, the biggest market for Hong Kong is also China.

Questions help to find out the type of changing is different than I thought. In the interviews and questioners, there are also some opinions from the respondents to suggest the company to solve the problem from the changing labour. Also there are some suggestions to help school and even the government to make the policy better.

4.3 Reliability and validity of this research

The interviews were carefully thought from the beginning to the end. Reliability of this research was suffering a bit from its conciseness, because only two interviews in this research, but the answers were repeatable. About the questioner's results, mainly the results do look similar with the interviews. One hundred and sixty ques-

tioners were sent and one hundred and twelve were collected, so 70% of these chosen people compliant for this project, so the results could be reliable in this research. This research could be valid if other research workers have look out the results and agreed with those. But if the sample group is from the West of China, the results would be totally different, because there is undeveloped. I did go through the answers after the interviews by using recorder, because the questioner was created base on those answers, because I want to know about the answers from the others that do they have the same opinion or not. Direct quotations that I used were exactly the words from the interviews to make sure that this is reliable.

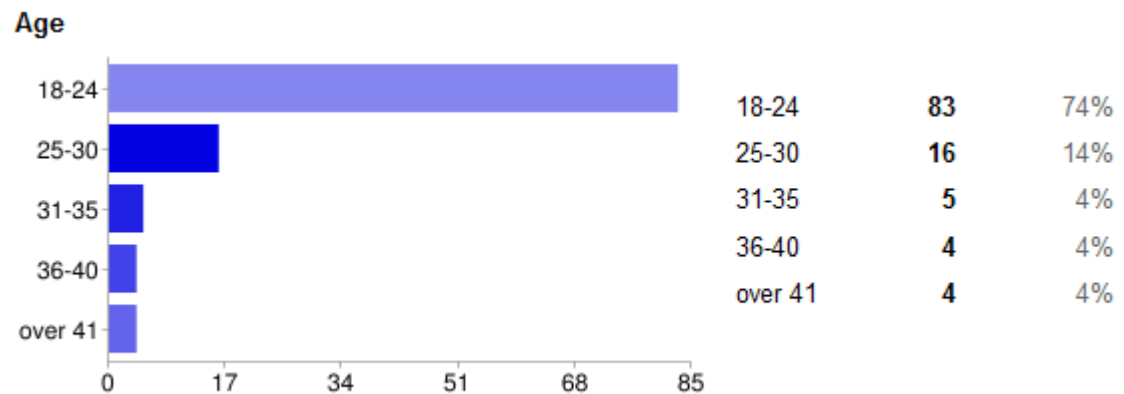
5 RESEARCH RESULT

In this chapter, there will be a review of all the answers that were given in those interviews and questioners. The summary will be in the end of this chapter, it will be about the most important information and results.

5.1 Interview

Interviews performed to representatives of two people and one hundred and twelve questioners. The interviews were calling from Finland to Hong Kong and China. The questioners sent to two different groups, once is the student who has the exchange student classmate from China and the other is the worker who has business travel at least one a month. The interviews were planed about 20 minutes, but after asking about the questions more deeply, then once was about an hour and the second was about 45 minutes. At the end of those interviews, they were giving me some suggestion to create the questioner.

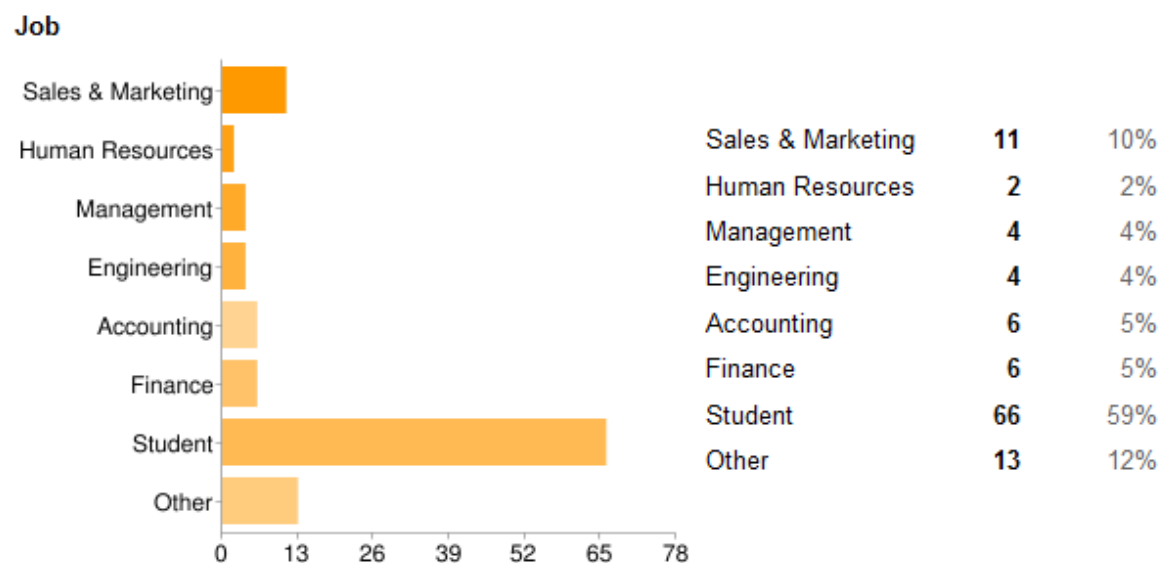
5.1.1 The Age



Diagrams 1. The age of the respondents

Mostly the respondents were between 18 to 24 years old, 83 people about 74%. It is because 66 respondents are student and some of the workers are also in this group.

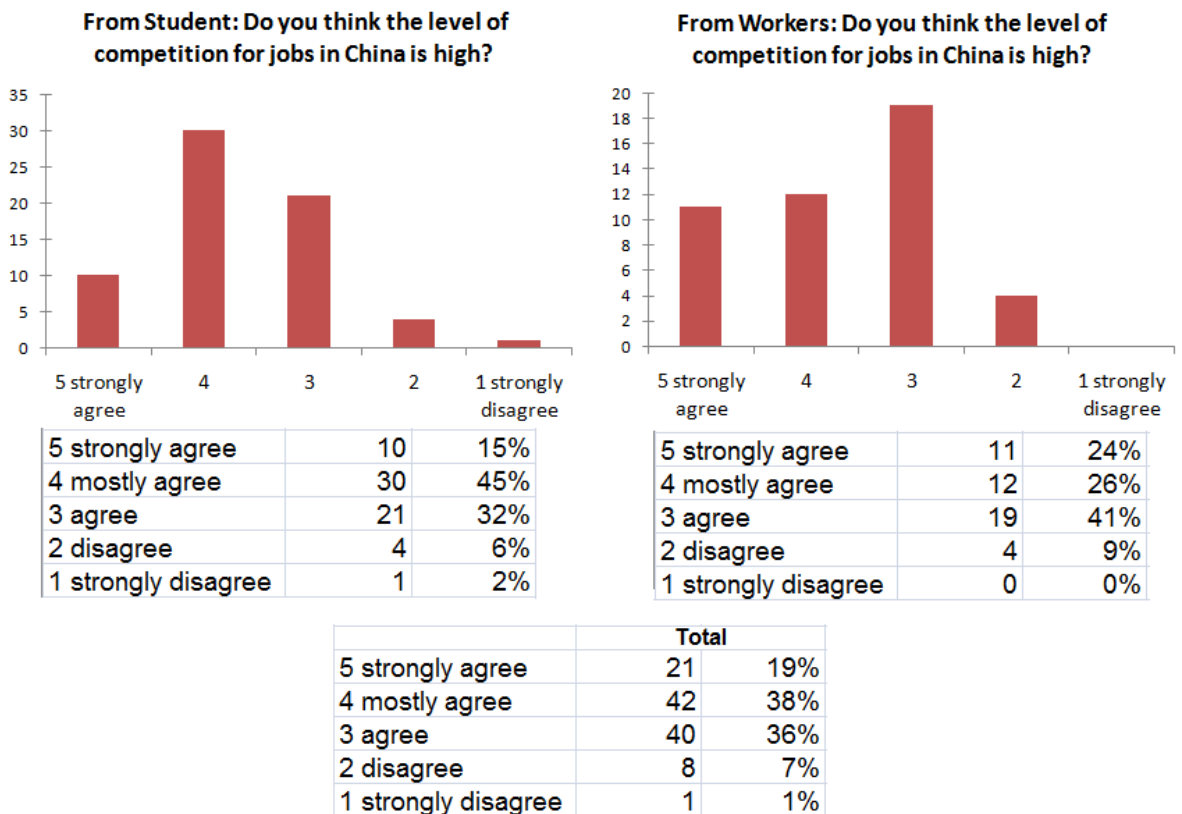
5.1.2 The Job



Diagrams 2. The jobs of the respondents

As I mentioned, there are 66 respondents are student, so this is why the largest group is Student about 59%, then Sales & Marketing and other are the second after Student about 10% and 12%.

5.1.3 The level of competition for jobs



Diagrams 3. The level of competition for jobs in China

Mostly the results from two different groups are almost the same; they also agreed the level of competition for jobs in China is high. 15% are strongly agree and 45% are mostly agree from the Student group and 24% are strongly agree and 26% are mostly agree from the Workers group. There is a little bit different between two groups, mostly respondents think the level of the competition for jobs in China is just OK, not so high or low in Workers group. They have the same opinion from my interviews with Mr. Choi and Mrs. Man. They said that it is depend on different kind of situation in this question. If you think about finding the job and in same positions

with higher salary in the other company, it is not so difficult to find it, because if you have experiences and networking, the company would pay more to hire you. But in the situation about finding the other positions, just like from clerk or assistant to be a manager. Somehow it is very hard to find, even you have very high education. The company would promotion the person from their company.

5.1.4 Easy to find a job

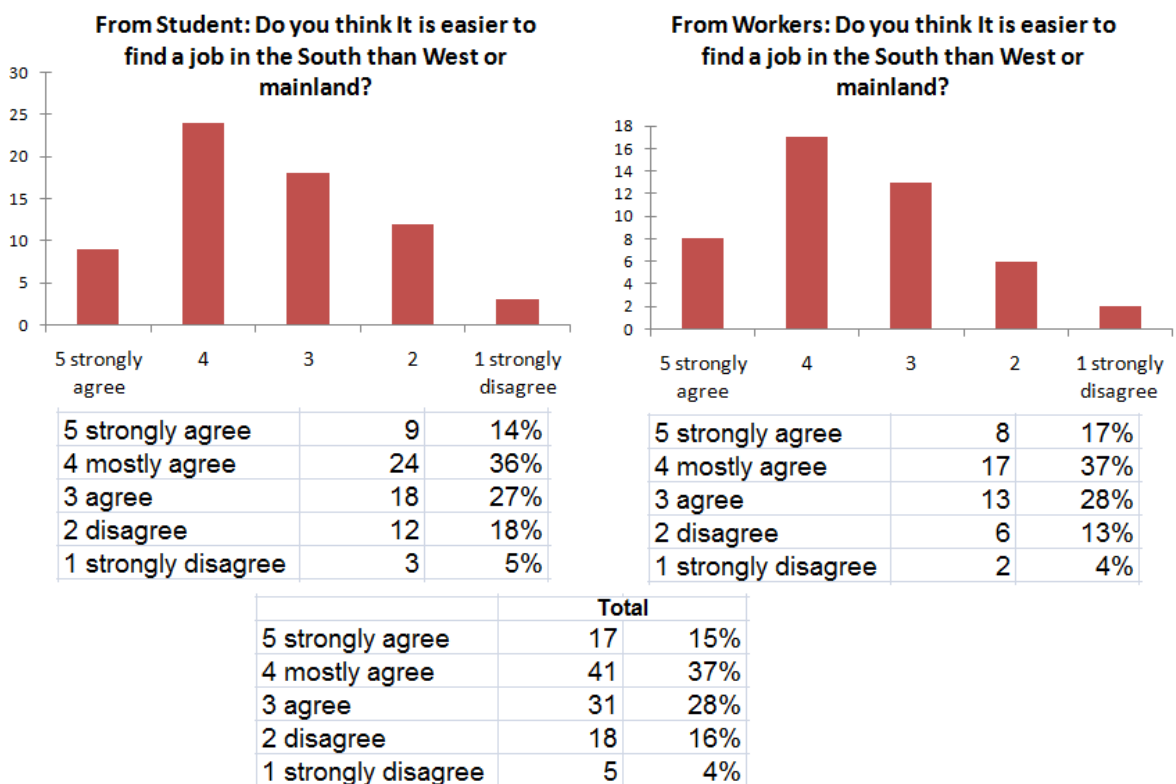


Diagrams 4. The level to find a job in China

Mostly of the respondents, they don't think it is very hard or very easy to find a job in China 36% and 26% people think it is easy to find a job and total 32%. Then 24% and 33% people think it is hard to find a job and total 28%. According the interviews, two of the respondents said, "The amounts of jobs are more than the amount of labour in South of China. In the statistic 2009, Guangzhou has lost 300,000 workers compare with 2008. It is because the cost of labour has increased; many industries were bankrupt or moved to other countries to continue

their business. Then in the government policy, government has offered some new benefits for the farmers, this is why the labour from the undeveloped area didn't go and find a job in the big city and went back to their villages and become the farmers."

5.1.5 Easier to find a job in the South

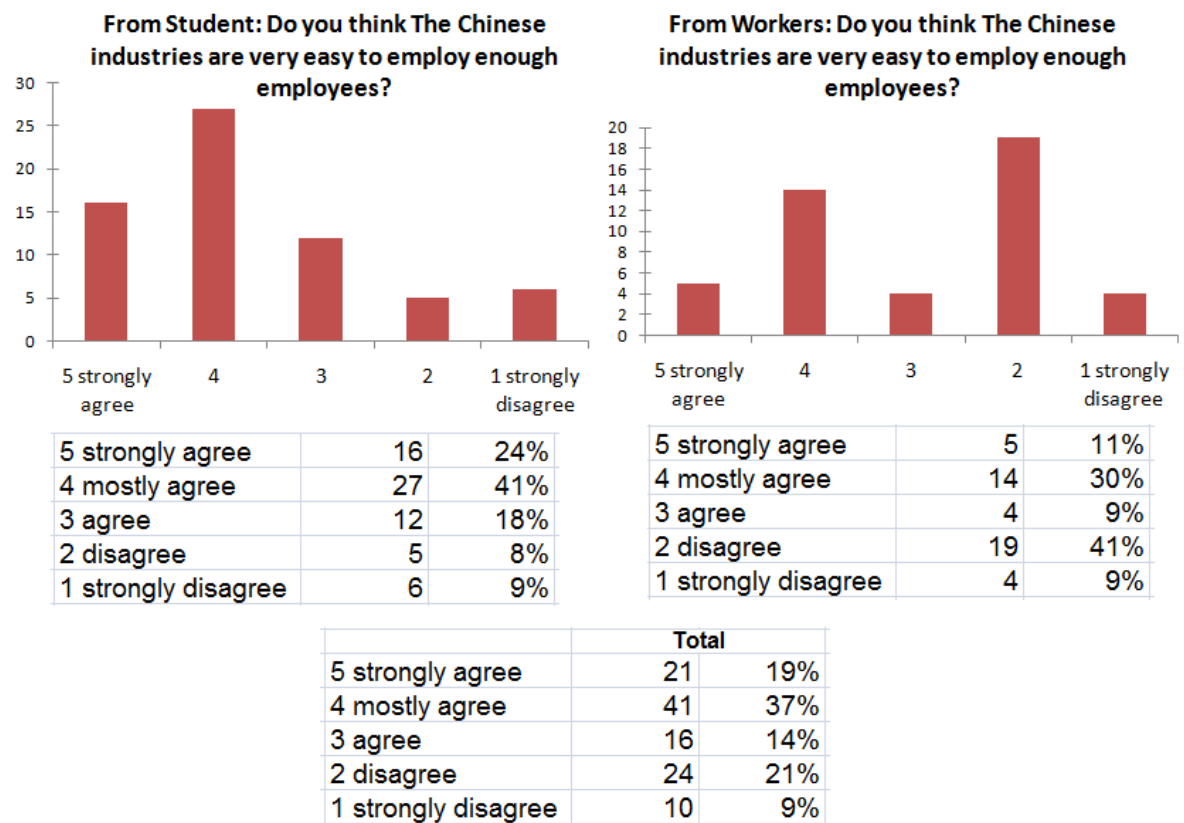


Diagrams 5. To think where is easier to find a job in China

Almost the same results from two different groups. Mainly they think it is easier to find a job in the South than West or mainland in China. Totally, 80% of the respondents agree about this and 15% strongly agree and 37% mostly agree. It is because most of the developing or developed cities in China are near the sea like Guangzhou and Shanghai. There are more different kinds of jobs for the labour who are coming from other area of China.

According the interviews, they said that there is a chance to start a factory in West or inland of China, because the minimum salary wage is still low, the labour doesn't need to leave their home and go to work very far away, they can go home like every weekend even every day. They won't have homesick. The company can offer the training for the workers and cover the "technology gap" and the company doesn't need to worry much about after the training the workers will go to apply the job in the other company, because there is very less company.

5.1.6 The industries are very easy to employ enough employees



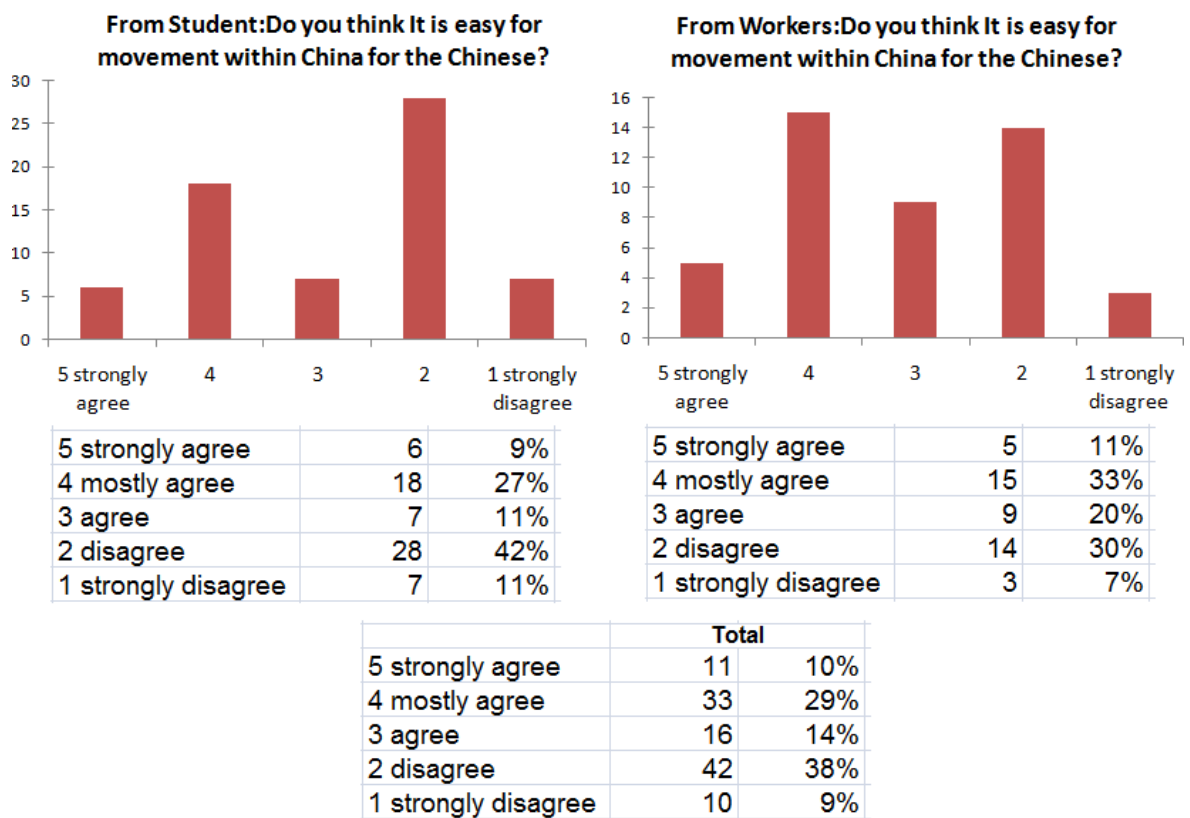
Diagrams 6.The industries could hire enough people

There are very different opinions from two groups. Student think it is easy to employ enough people for the industries in China, 24% are strongly agree and 41% are mostly agree, total 83% of student are agreed with this. But the workers group

has different opinion, 41% of the respondents disagree and 30% of them mostly agree.

In my opinion, it is because the GDP and the market growth very fast, they think about the company should have enough workers to support the growth. In the workers group, the different opinions are from the type of jobs. According the interviews, "it is very hard to employ enough workers for the low technology industries, especially after Chinese New Year. Because the contract law is not strong enough in China, the workers went back their home town before CNY, after that they didn't come back, so the company lost a lot workers during this period.

5.1.7 It is easy for movement within China for the Chinese



Diagrams 7. The movement with China for Chinese

From student, 42% of them think it is a little bit hard to move within China for the people and 27% of them think the opposite way. From workers 30% of them think it is also hard to move within China for the people and 27% of them think it is just fine.

During the interviews, Mr. Choi said that there are a rule and policy for the movement. The people come from other region, because they don't have the "Account" in this region, so they cannot get the benefits from the local government. Just like education, medical and taxation. It takes very long to get the "Account" in the other region. So Mr. Choi feels it is hard to move within China, but if you just want to have a job and send the money back to your family, then it would be easier.

5.1.8 The type of labour is changing

Do you think the type of labour is changing in China?				
	Student		Workers	
Yes	54	82%	41	89%
NO	12	18%	5	11%

TABLE 3. The type of labour is changing

Mostly, both of the respondents think the labour is changing in China, 82% and 89% from Student and Workers agree about this.

5.1.8.1 It is changing to become

If yes, it is changing to become from:				
	Student		Workers	
Low skills to service	31	57%	15	37%
Low skills to high technology	17	31%	24	59%
high technology to services	6	11%	1	2%
Other	0	0%	1	2%

TABLE 4. It is changing to become from which sector

Most of the respondents think the changing are from the Low skills jobs. In Student, 57% think the changing is from low skills to service and 31% think it is from low skills to high technology. In workers, 37% of them think it is to service and 59% feel it becomes more like high technology.

According to the interviews, the changing is depending on different area in China. For example, Shanghai is more like Hong Kong. Now a day, Shanghai is also one of the biggest economic and financial cities in China. So in Shanghai, the changing is from Low skills to service and even from high technology to services, because it is easier to find the people who a higher education. Then in Guangzhou, there is more like from the low skills to high technology, because most of the industries in China like garment industries are in Guangzhou, because the cost of labour has increased too much in these 10 years, many of them have moved then how about next? The other high technology industries replace their place, just like car manufacturing and mobile phone industries.

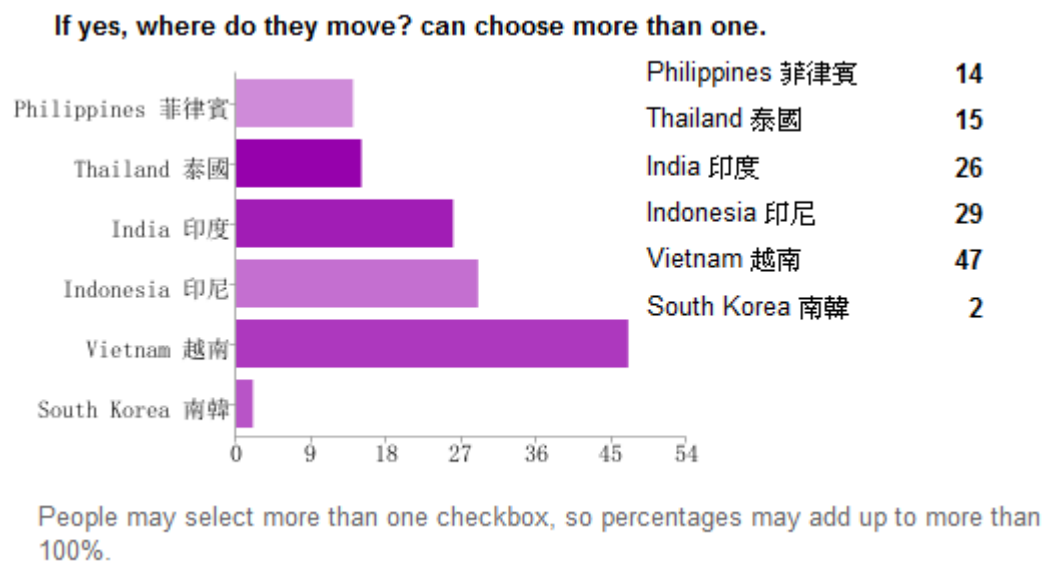
5.1.9 The industries are moving out

Do you think the industries are moving out from China in these years?				
	Student		Workers	
Yes	35	53%	30	65%
NO	31	47%	16	35%

TABLE 5. The industries are moving out from China

More than half respondents think the industries are moving out from China. 53% of Student and 65% of Workers agree about it.

5.1.9.1 Where do they move



Diagrams 8. Where did the industries move from China

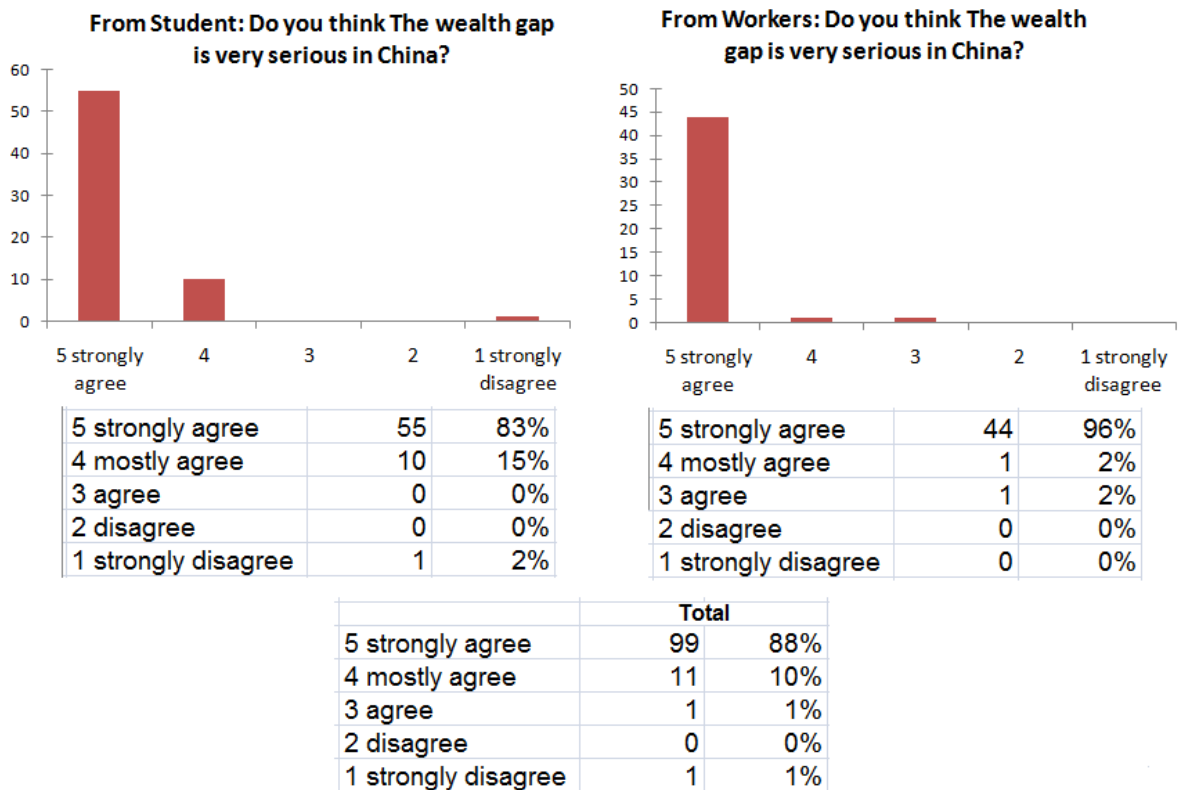
If yes, where do they move?		
	Student	Workers
Philippines	9	5
Thailand	11	4
India	12	14
Indonesia	16	13
Vietnam	21	26
South Korea	1	1

TABLE 6. Where do the industries move

47 of the respondents think they are moving to Vietnam. Then 29 and 26 of them think the industries are also moving to Indonesia and India.

According the interviews, Mrs. Man said, “I have seen some news and research tell about the industries are moving to the other developing countries from China. Mostly they are moving to Vietnam. I know the government policy for the industries are good to start the industries there. For example, the effluent charge is almost like 0. It is good for the Garment industries to start their business there, also the cost of labour is very low in Vietnam. But most of the company worry about they don’t trust the employees, it is because the personality and culture. Because when start the business there, the knowledges and skills should transfer and teach their employees, but the problem is that when the employees received the skills and knowledges, they will ask the company the pay more and even resign their job and find the other company which can pay more. Then the company will lost their money and time to train their staff. This problem also find in China.’

5.1.10 The wealth gap is very serious



Diagrams 9. The level of wealth gap in China

In this question, both of them have almost the same answers. 83% and 96% are strongly agreed the wealth gap is very serious in China.

The wealth gap is that serious, and then it comes up many problems. China is developing very fast, because many foreigner companies want to operate their business in China, suddenly some small and medium enterprises have grown very fast. It helps the GDP and the market growth faster, but in case, the inflation has grown very fast also.

5.1.10.1 The average wage

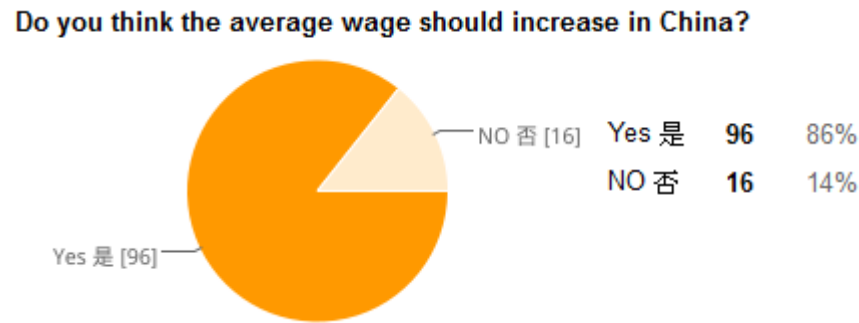
Do you know the average wage in China Guangdong?				
	Student		Workers	
500-1000 RMB	13	20%	8	17%
1001-1500 RMB	26	39%	17	37%
1501 - 2000 RMB	16	24%	14	30%
2001 - 2500 RMB	5	8%	4	9%
2501 - 3000 RMB	5	8%	2	4%
OVER 3001 RMB	1	2%	1	2%

TABLE 7. The average wage in China Guangdong

Mostly they think the average wage is from 1001-1500 RMB, about 39% from the Student and 37% from the Workers. Then 24% from the Student and 30% from the Workers think the average wage is from 1501-2000 RMB. (1 RMB = 0.1079 EURO)

I have called back to Mr. Choi and told about this result, and asked him about his opinion. I said that from the statistics 2009, the average wage in Guangzhou is 2536 RMB. What do you think there is a big different with this research result. He said your respondents are correct. Because the average wage from the statistics is including the benefits of the employees. In the taxation system in China, you have to pay the salaries tax when you get more than 2,000 RMB not including the amount from the benefits. Usually, we will pay the salary not more than 2,000 RMB. We have to discuss the amount of the benefits before we hire them. Usually their salary wage is about 1200 to 1800 RMB and including the Over Time working (OT) to make sure that they don't need to pay the tax then they won't get less money.

5.1.10.2 The average wage should increase



Diagrams 10. To agree increase the average wage in China

Do you think the average wage should increase in China?				
	Student		Workers	
YES	55	83%	41	89%
NO	11	17%	5	11%

TABLE 8. The average wage should increase in China

Most of them are agreed to increase the salary wage. 83% from the Student and 89% from the Workers think about it.

Usually, the salary wage will increase every year, especially in the management level staff. Mrs. Man told me that the salary of the manager has no different between Hong Kong and China. The different is only in the beginning, for example the manager gets 20,000 RMB a month in Hong Kong and the other manager gets 10,000 RMB a month in China. The company will increase the salary every year, maybe only 2% or 3% in Hong Kong, but it will be like 20% to 30% in China. Why the different is like this, because the company would like to keep their employees. The company has already trained and gave the knowledge to the staff. It is also part of the culture and personality; most of the workers in China are more focus on money than the future.

5.1.11 Graduated from the famous technology school is professional

Do you think the student who graduated from the famous technology school is professional in China?				
	Student		Workers	
YES	60	91%	40	87%
NO	6	9%	6	13%

TABLE 9. the student who graduated from the famous technology school is professional

Mostly of the respondents think the student graduated from the famous technology school are professional, 91% of the student and 87% of the Workers agree with it. The most famous schools are the Tsinghua University and Peking University. Almost all the top students try to get in there every year. There is a statistic show that how many top students get in those two universities.

9% of the Student and 13% of the Workers think they are not so professional. Their opinions could give the suggestion for the school.

1. They may need to have more practical experience or job experience to apply their knowledge that learns from those technology schools.
2. They should improve their language skills. Their English is not good enough, maybe they are good at reading and writing, but when they present something in English, mostly they can't.
3. Many Chinese will pay money to buy a certificate with study in China. The government should take care of it and make sure that everyone has done by themselves.

5.1.12 The common senses and knowledge

Do you think the people of this generation, their common senses and knowledge are better than their parents in China?				
	Student		Workers	
YES	58	88%	43	93%
NO	8	12%	3	7%

TABLE 10. the people of this generation, their common senses and knowledge are better than their parents

Mostly they think the common senses and knowledge are better than their parents in China. 88% of Student and 93% of Workers do think in this way.

If yes, why?				
	Student		Workers	
Because now a day, their parents can afford to pay for higher education for their child.	48	83%	39	91%
Other	10	17%	4	9%

TABLE 11. Why they think the people of this generation, their common senses and knowledge are better than their parents

83% and 91% of the respondents of each group think it is because their parents can afford to pay for higher education for their child.

From the other opinions:

1. Because the access ability of information is easier now

2. Because of the development of IT like internet. easier to get information than their parents
3. Because nowadays the younger generation is more aware of the need to keep up with global trends of a knowledge-based economy and thus they pursue it.

According the interviews, the main problem is that because their parents have not been in the school. In the past, they didn't have enough money to study in the school. They have to work when they are very young, just like 10 or 12 years old.

5.1.13 It is easier to find a job which can paid more than their parents

Basically for the people of this generation, do you think it is easier to find a job which can pay more than their parents in China?				
	Student		Workers	
YES	50	76%	36	78%
NO	16	24%	10	22%

TABLE 12. It is easier to find a job which can pay more than their parents of the young generation.

76% of Student and 78% of Workers think the people of this generation (The young one) can easier to find a job which can pay more than their parents in China. According the interviews, they agreed about this too. But they have mentions about that maybe the youth cannot get the salary higher than their parents in the beginning, because their parents have more experiences than them. But after few years when the youth have also the experiences and also they have been high education. Youth would get a higher salary than their parents.

5.1.14 The Chinese workers become international

Do you think the Chinese workers become international?				
	Student		Workers	
YES	35	53%	26	57%
NO	31	47%	20	43%

TABLE 13. The Chinese workers become international

There is not so big different between Yes and No. In the Student group, 53% are Yes and 47% are No. In the Workers group, 57% are Yes and 43% are No. During the interviews, they told me that the technology of Chinese labour could be go international, but the main problem is that there is not a really product developed by local Chinese company. The law of “copy right” is so weak in China. Almost every high-tech product is copy and gets the idea from the other international product, just like I-Phone, Nike and Adidas.

They have given some suggestion for it, if the Chinese workers become international, they should be more creative, improve their English skills, open mind (not only keep their opinion and knowledge inside their head), and think of the future (don't only focus on the salary, they should think of they would get more experience from this job and so on.)

5.2 Summary

Qualitative interviews were collected by calling to Hong Kong and China. Interview questions were designed in the first interviews and in the same time we did the interview. During the interviews, they gave me the suggestion about the questions of the questioners which for the quantitative interviews.

The qualitative interviews were made by two people, once is the Division Manager of FSS INTERNATIONAL LIMITED CHINA and he is also the Director of MEGA JOY PLASTICS COMPANY. The second is the Senior Design and Development Quality Engineer of Varitronix Limited.

In the quantitative interviews, one hundred and sixty questioners were sent and one hundred and twelve were collected, so 70% of these chosen people compliant for this project. The interviews made by two groups, the Student group and the Workers group.

In the level of competition for jobs, 92% of the respondents agreed that it is not very high level of competition. If you think about finding the job and in same positions with higher salary in the other company, it is not so difficult to find it, because if you have experiences and networking, the company would pay more to hire you. But in the situation about finding the other positions, just like from clerk or assistant to be a manager. Somehow it is very hard to find, even you have very high education. The company would promotion the person from their company.

It is easy to find a job in China, because the amounts of jobs are more than the amount of labour in South of China. In the statistic 2009, Guangzhou has lost 300,000 workers compare with 2008. It is because the cost of labour has increased; many industries were bankrupt or moved to other countries to continue their business. It means that there are a lot of jobs for the people, but there just aren't enough people to employ. Also it depends on the area to find a job, because most of the developing or developed cities in China are near the sea like Guang-

zhou and Shanghai. There are more different kinds of jobs for the labour who are coming from other area of China. Most of the workers who work in the primary sector are from the West and mainland of China. According the interviews, they said that there is a chance to start a factory in West or inland of China, because the minimum salary wage is still low, the labour doesn't need to leave their home and go to work very far away, they can go home like every weekend even every day. They won't have homesick. The company can offer the training for the workers and cover the "technology gap" and the company doesn't need to worry much about after the training the workers will go to apply the job in the other company, because there is very less company.

84% of the respondents think the type of labour is changing in China. In this 84% most of the respondents think the changing are from the Low skills jobs. 48% think the changing is from low skills to service and 43% think it is from low skills to high technology. According to the interviews, the changing is depending on different area in China. For example, Shanghai is more like Hong Kong. Now a day, Shanghai is also one of the biggest economic and financial cities in China. So in Shanghai, the changing is from Low skills to service and even from high technology to services, because it is easier to find the people who a higher education. Then in Guangzhou, there is more like from the low skills to high technology, because most of the industries in China like garment industries are in Guangzhou, because the cost of labour has increased too much in these 10 years, many of them have moved then how about next? Much different kind of high technology industries replace their place, just like car manufacturing and mobile phone industries.

58% of the respondents think the industries are moving out from China. They think mostly they are moving to Vietnam, because the Vietnam's government policy for the industries are good to start the industries there. For example, the effluent charge is almost like 0. It is good for the Garment industries to start their business there, also the cost of labour is very low in Vietnam. But most of the company worry about they don't trust the employees, it is because the personality and culture. Because when start the business there, the knowledges and skills should transfer and teach their employees, but the problem is that when the employees received

the skills and knowledges, they will ask the company the pay more and even resign their job and find the other company which can pay more. Then the company will lost their money and time to train their staff. This problem also find in China.'

The average wage is still too low for the Chinese labour, because of the inflation year by year, the salary wage for the labour should increase to make sure they can afford for their living. But it will come up a problem for the low-technology industries, because the cost of labour is too high for them. In the low-technology products, somehow there is not very expensive, they can't get the profits without low labour cost.

89% of the respondents think the student who graduated from the famous technology school is professional in China, but there are also some suggestions for the Chinese school to make their student to be more professional:

1. They may need to have more practical experience or job experience to apply their knowledge that learns from those technology schools.
2. They should improve their language skills. Their English is not good enough, maybe they are good at reading and writing, but when they present something in English, mostly they can't.
3. Many Chinese will pay money to buy a certificate with study in China. The government should take care of it and make sure that everyone has done by themselves.

89% of the respondents think the young generation the common senses and knowledge are better than their parents, mostly think it is because nowadays, the parents can afford to pay for their child to have a high education. In case, they will have different kind of job than their parents, because most of their parents have not been in the high education and even didn't go to school. To help the youth to find a better job and become international, they should be more creative, improve their English skills, open mind (not only keep their opinion and knowledge inside

their head), and think of the future (don't only focus on the salary, they should think of they would get more experience from this job and so on.)

5.3 CONCLUSIONS

The changing in Chinese labour market is really happening. The changing is from the:

1. Occupational mobility: how easy to change the job and the difficulty to replace him/her.
2. Geographical mobility: how easy to change the place of the job
3. Inter general mobility: the two generation how they can change from poverty to out of the poverty.

The research has been testing those three points. In the occupational mobility, the labour would change the job in a very easy way, because the amount of job is a lot more than the amount of labour. In geographical mobility, because of the new government policy, many of the workers went back to their hometown to become a framer again. In inter general mobility, the target group should be the teenagers or children, the reason for the children is because you can change the mobility by many ways. One of the ways is education. Therefore, you can change the educational mobility. Or on the other hand, the government policy like restriction of some jobs or support for introduction of job may influence the mobility of the teen labour as well. And nowadays, the young people have higher education than their parents, they have more knowledge. The main target group is not adults because they have no way or only few ways to change the mobility as their career is already mature and narrow. Not old people because they are not in the labour sector.

The suggestions which found out in this research for the company which wants to start their factories in China. They should think to operation in the West or inland of China, because the cost of labour and the competition of the labour market are not too high. If they want to operate in the developing or developed city, like in Guangzhou, high-tech products factories are their best choice to operate. Because

the new labour who are coming in the future are from the young generation. They have a higher education than their parents, so that after few years when they have experiences, they would have more productive than their parents, they know more about the high-tech stuff. If they want to operation in Shanghai, tertiary sector is a good choice for them, because Shanghai is one of the big, economic and financial cities in China and the knowledge and the cost of the labour are high there.

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THE MOBILITY OF CHINESE LABOUR

(5: strongly agree 非常同意 4: mostly agree 大多同意 3: AGREE 同意 4: disagree 不同意 1: strongly disagree 非常不同意) The questions are all asking about mainland of China, not including Hong Kong. 所有問題只是關於中國內地，不包括香港。

*Unofficial translation

Age * 年齡

- ☐ 18-24
- ☐ 25-30
- ☐ 31-35
- ☐ 36-40
- ☐ over 41

Job * 職業

- ☐ Sales & Marketing
- ☐ Human Resources
- ☐ Management
- ☐ Engineering
- ☐ Accounting
- ☒ Finance
- ☐ Student
- ☐ 其他 :

1. Do you think the level of competition for jobs in China is high? * 你覺得中國國內工作與工作之間競爭很高

1 2 3 4 5

strongly disagree 非常不同意 ☐ ☐ ☐ ☐ ☐ strongly agree 非常同意

2. Do you think it is easy to find a job in China? * 你覺得在中國找工作很容易?

1 2 3 4 5

strongly disagree 非常不同意 ☐ ☐ ☐ ☐ ☐ strongly agree 非常同意

3. Do you think It is easier to find a job in the South than West or mainland? * 你覺得在中國南方找工作比中國西方及內陸容易

1 2 3 4 5

strongly disagree 非常不同意 ☐ ☐ ☐ ☐ ☐ strongly agree 非常同意

4. Do you think The Chinese industries are very easy to employ enough employees? * 你覺得中國廠商很容易就能夠聘請到足夠的員工

1 2 3 4 5

strongly disagree 非常不同意 ☐ ☐ ☐ ☐ ☐ strongly agree 非常同意

5. Do you think It is easy for movement within China for the Chinese * 你覺得對中國人來說，是容易到從原居地搬到國內其他地方

1 2 3 4 5

strongly disagree 非常不同意 ☐ ☐ ☐ ☐ ☐ strongly agree 非常同意

6. Do you think The wealth gap is very serious in China * 你覺得在中國貧富懸殊是相當嚴重

1 2 3 4 5

strongly disagree 非常不同意 ☐ ☐ ☐ ☐ ☐ strongly agree 非常同意

7. Do you think the type of labour is changing in China? * 你覺得中國的(勞動人口/工作)種類有在改變嗎?

- ☐ Yes 是
- ☐ NO 否

8. If yes, it is changing to become from: (if you answered No in the previous question, don't need to answer this one.) 如果是，是從那方面開始改變 (如果上一題是答否，這題不需要回答)

- ☐ Low skills to service 從低技術同服務業
- ☐ Low skills to high technology 從低技術到高技術
- ☐ high technology to services 從高技術同服務業
- ☐ 其他:

9. Do you think the industries are moving out from China in these years? * 你覺不覺得近幾年, 國內的工廠不斷遷走?

- ☐ Yes 是
- ☐ NO 否

10. If yes, where do they move? can choose more than one. (if you answered No in the previous question, don't need to answer this one.) 如果是, 搬遷到那裡? 可多選一個 (如果上一題是答否, 這題不需要回答)

- ☐ Philippines 菲律賓
- ☐ Thailand 泰國
- ☐ India 印度
- ☐ Indonesia 印尼
- ☐ Vietnam 越南
- ☐ South Korea 南韓

11. Do you know the average wage in China Guangdong? * 你知道中國廣東省平均的工資是?

- ☐ 500-1000 RMB
- ☐ 1001-1500 RMB
- ☐ 1501 - 2000 RMB
- ☐ 2001 - 2500 RMB
- ☐ 2501 - 3000 RMB
- ☐ OVER 3001 RMB

12. Do you think the average wage should increase in China? * 你覺得中國平均工資應該上升嗎?

- ☐ Yes 是
- ☐ NO 否

13. Do you think the student who graduated from the famous technology school is professional in China? * 你覺得畢業於著名的技術學院的中國學生專業嗎?

- ☐ Yes 是
- ☐ NO 否

14. If no, why? (for example: what they should improve?) (if you answered YES in the previous question, don't need to answer this one.) 如果否，點解? (例如: 他們有什麼要改善?) (如果上一題是答是，這題不需要回答)



15. Do you think the people of this generation, their common senses and knowledge are better than their parents in China? * 你覺得中國這一代的人的常識和知識比他們的父母好嗎?

- ☐ Yes 是
- ☐ NO 否

16. If yes, why? (if you answered No in the previous question, don't need to answer this one.) 好果是，點解? (如果上一題是答否，這題不需要回答)

- ☐ Because now a day, their parents can afford to pay for higher education for their child. 因為現在他們的父母有能力負擔起他們接受高等教育。
- ☐ 其他:

17. Basically for the people of this generation, do you think it is easier to find a job which can paid more than their parents in China? * 基本上對這一代人來說，他們比父母容易找到更高薪的工作？

- ☐ Yes 是
- ☐ NO 否

18. Do you think the Chinese workers become international? * 你覺得中國工人開始國際化嗎？

- ☐ Yes 是
- ☐ NO 否